

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH
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HOLIDAY PROVISION

FOR

**DRIVER:
MIXER TRUCK**

IN

KERN, KINGS AND TULARE COUNTIES

RECEIVED
Department of Industrial Relations

FEB 11 2009

Chief of Labor Statistics & Research
Chief's Office

Agreement Between

Vulcan Materials Company, Western Division

8517 Panama Lane, Bakersfield , California

&

International Brotherhood of Teamsters Local 87

January 16, 2009 and January 15, 2012

(Ready Mix, Reliance Transport Inc.)

ARTICLE VIII - HOLIDAY PAY

Those employees who have been on the payroll of the Employer for a period of thirty (30) days or more shall receive eight (8) hours pay at their straight time rate for the following holidays (including a holiday which falls on a Saturday) not worked:

New Year's Day
Presidents' Day
Memorial Day
Fourth of July
Christmas Day

Labor Day
Thanksgiving Day
Day after Thanksgiving Day
Christmas Eve Holiday

If an employee works any of the above mentioned holidays, then employee shall be paid one and one-half (1 ½) times his straight time hourly rate for hours worked provided that the employee works his full scheduled shift on the working day immediately before and following such holiday, unless his absence is caused by illness, "whereupon the employee must provide a doctor's slip as evidence of illness", unless excused by the employer, (for a period not to exceed thirty (30) days), or he is excused by, or he is laid off on either of such days by the Employer.

The following conditions will also apply:

1. All work performed on a holiday will be compensated at one and one-half times (1-1/2X) the employee's straight time rate for hours actually worked.
2. If any of the above mentioned holidays occur on Sunday, the following Monday shall be termed as a legal holiday.
3. No work shall be performed on Labor Day, except where there is a danger of loss of life or property.